

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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Dated 14.5.2010

1. Chairman, Railway Board, Rail Bhavan, New Delhi
2. Member Mechanical, Railway Board, Rail Bhavan, New Delhi
3. Member Electrical, Railway Board, Rail Bhavan, New Delhi
4. Member Engineering, Railway Board, Rail Bhavan, New Delhi
5. Member Staff, Railway Board, Rail Bhavan, New Delhi

Dear Sir,

Subject: i) Meeting additional requirement of Staff for New Trains & Assets - introduced in recent years & for projected additional workload under IR Vision - 2020
ii) Introduction of Group Incentive Scheme in Sheds & Open Line Depots –
- (including Electric Loco Sheds, Diesel Loco Sheds, Electrical General & Power Service, C & W Depots, P- Way, Works, Signal & Telecom & Traction Distribution etc).

Reference: Our memorandum dated 28-04-2009 - regarding Introduction of Group Incentive Scheme in Sheds & Open Line Depots,

In continuation of our memorandum cited above; we submit as under for the kind consideration of the Railway Board regarding Introduction of Group Incentive Scheme in Sheds & Open Line Depots of Railways, to meet with the requirement of additional Technical Staff and Technical Supervisors for maintenance of New / additional Trains & Assets already acquired and proposed to be acquired under Indian Railways Vision – 2020:

1. Requisite Man power is not provided in the Technical Departments on the Railways (In any of the Electric Loco Sheds, Diesel Loco Sheds, Electrical General Power Service, C & W Depots, Permanent Way, Works, Signal & Telecom etc.) - as per Bench Marks or yardstick; or as per Norms for Man Power Planning prescribed by various Directorates of the Railway Board - due to lack of sanctions for the New Trains and Assets as well as due to non-filling of large number of vacancies in each of these Departments. This seriously jeopardizes Safety & Quality of Service, Repair & Maintenance thereof.
2. No man power is provided for the fluctuating demand of Coaches, Wagons, Locos, EMUs, MMEUs & OHE etc. or for the additional work load due to fluctuating traffic in the year around – which further reduces the effective time for repair & maintenance – especially in peak season. This places tremendous pressure on the Staff & Technical Supervisors and seriously impairs safety, efficiency & at times adversely affects train operations.
3. Meanwhile, the Vision 2020 submitted by MoR - proposes the Gross Revenue of the Indian Railways to increase from the present 1.2 % of India's GDP to 3 % (Rs. 90,000 crore to Rs.2,70,000 crore). To realize this potential, the Indian Railways must achieve annual growth of 10% over the next 10 years breaking away from the path of 'incremental change' to one of rapid growth.
4. It is, therefore, imperative to improve the productivity and strength of manpower in Open Line Depots and Sheds in order to achieve the targets set out by Vision 2020.
5. Provision of requisite Man Power for New Trains & Assets according to the prescribed bench mark is very crucial to continue the envisaged growth and improvement in services without jeopardising the safety.

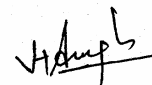
6. The total number of Coaches under maintenance will increase from the present 48000 to about 120,000 and Wagons will increase from 2.3 Lakhs to about 9 Lakhs - necessitating a threefold increase in the strength of maintenance staff.
7. Similar augmentation of assets is envisaged in all sectors of open line namely, Permanent Way, OHE, Locomotives (AC & Diesel), & S&T with corresponding increase in requirement of technical manpower.
8. With so much increase in the workload on the anvil, it becomes highly imperative to have a mechanism in place to bridge the time lag in providing additional manpower and infrastructure for maintenance of new / additional assets and trains, so that safety and quality of maintenance does not become a casualty of rapid growth.
9. There is also an urgent need to improve the morale and motivation of the technical staff in the open line depots and sheds, which have to bear the brunt of shortage of man power.

10. It is therefore requested that:

i) Full strength of Technical & Auxiliary Staff & Technical Supervisors may please be provided in all Sheds & Open Line Depots as per the prescribed yard stick (including Electric Loco Sheds, Diesel Loco Sheds, Electrical General & Power Service, C & W Depots, P- Way, Works, Signal & Telecom & Traction Distribution etc).

ii) A Group Incentive Scheme may be introduced in all Sheds & Open Line Depots (including Electric & Diesel Loco Sheds, Electrical General Services, C & W Depots, P- Way, Works, Signal & Telecom & Traction Distribution etc). - to meet with the shortfall of staff as per prescribed norms for Man Power Planning & yard stick to handle the ever increasing workload due to new trains – especially in view of projected additional Workload on account of “Vision 2020” and due to the large number special trains introduced every year to meet with the seasonal rush and other exigencies - in peak season.

Yours' faithfully,



Harchandan Singh,
General Secretary, IRTSA

Encl : **Annexure I** (REG: FACTORS WHICH WILL ADD TO WORKLOAD IN SHEDS & OPEN LINE DEPOTS ON ACCOUNT OF “VISION 2020”)

Copy for information & favorable consideration to:

1. Additional Member HRD, Railway Board, Rail Bhavan, New Delhi
2. Secretary (Establishment), Railway Board, Rail Bhavan, New Delhi

FACTORS WHICH WILL ADD TO WORKLOAD IN SHEDS & OPEN LINE DEPOTS ON RAILWAYS ON ACCOUNT OF “VISION 2020”

Vision 2020 – inter-alia, proposes as under:

1. Production of passenger coaches to increase from the present level of 2500 per annum to at least 5000 per annum within the next 3 years to begin with and further to 10,000 P.A.
2. Annual procurement of wagons to go up from a level of less than 25,000 wagons now to a level of around 75,000 wagons in four wheeler units.
3. Production of high-horse power, fuel-efficient diesel locomotives.
4. Electrification of 14,000 Kms in the next 10 years.
5. Double / multiple lines to more than 30,000 Kms from 18,000 Kms today.
6. To add 25,000 Kms of New Lines by 2020.
7. Dedicated Freight Corridors and the High-Speed Passenger Train Corridors.
8. Electrical Multiple Units or Diesel Multiple Units will replace old coaches of slow passenger trains.
9. Increase maximum speed of passenger trains from 110 or 130 kmph at present to 160-200 kmph on segregated routes.
10. Increase maximum speed of freight trains from 60-70 kmph to over 100 kmph
11. Induction of light-weight stainless steel coaches with enhanced passenger carrying capacity.
12. New designs of freight stock with higher “*payload to tare ratio*”.
13. Make the journey on Indian Railways pleasant - fast, punctual, comfortable & clean,
14. Eliminate shortage and meet the demand for rail travel in full.
15. Double-decker coaches and longer trains on popular inter-city routes.
16. Parcel services to be managed as a separate business and run from dedicated terminals with separate parcel trains (rather than from station platforms) with revenue targeted to rise five fold in ten years from the present level of around Rs. 1600 crore per annum.
17. Mechanical cleaning of trains, stations and platforms with requisite training to railway employees.
18. Improvement in safety and reliability of operations to achieve zero accidents and zero failure in equipments.

ALL THESE FACTORS WILL ADD TO WORKLOAD OF TECHNICAL STAFF & TECHNICAL SUPERVISORS IN SHEDS & OPEN LINE DEPOTS AND WILL REQUIRE ADDITIONAL STAFF AND INCENTIVE TO MOTIVATE THE STAFF TO MEET WITH ALL THE ADDITIONAL WORKLOAD.

INTRODUCTION OF GROUP INCENTIVE SCHEME IN SHEDS & OPEN LINE DEPOTS IS THE MOST ECONOMICAL AND LOGICAL ALTERNATIVE TO MEET WITH MAJOR SHARE OF ADDITIONAL WORKLOAD IN THESE AREAS (INCLUDING ELECTRIC & DIESEL LOCO SHEDS, ELECTRICAL GENERAL SERVICES, C & W DEPOTS, PERMANENT WAY, WORKS, SIGNAL & TELECOM ETC.).